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Annual Report 1 September 1996- 31 August, 1997

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Annual Report

1 September 1996 – 31 August 1997

96/97

Tuairisc Bhliantúil

1 Meán Fómhar 1996 – 31 Lúnasa 1997



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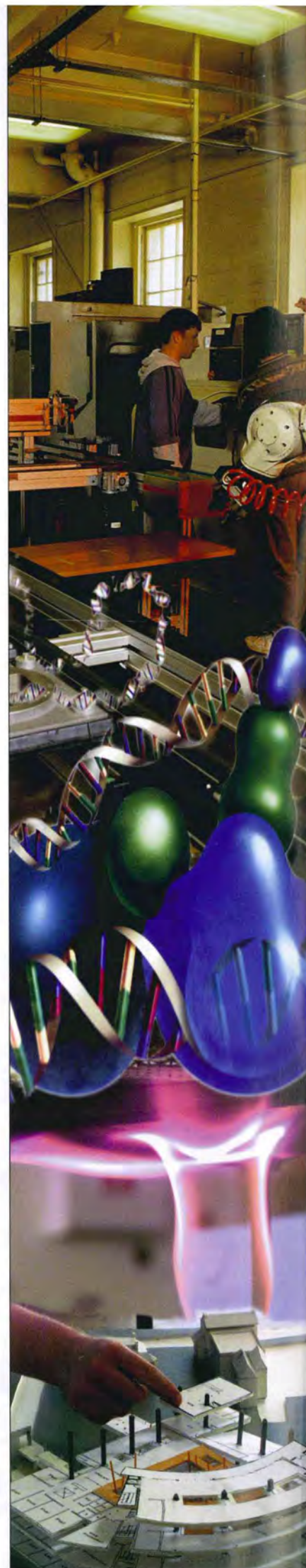
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Tuairisc Bhliantúil

1 Meán Fómhar 1996 – 31 Lúnasa 1997

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■ Preface by the President

During the academic year 1996/97, the Institute achieved significant developments on both academic and administrative fronts. Undoubtedly at the forefront of these developments is the Ministerial order granting degree awarding powers to DIT, at undergraduate and postgraduate levels, from the academic year 1998/99.

The endorsement by the Governing Body of a detailed structure for faculties, schools and departments heralds an end to an important and exciting first phase of development for the new Institute. This, coupled with the above Ministerial order, paves the way for the Institute in its transition towards a unique multi-level university in the near future.

Developments of a physical nature have also taken place – the Minister for Education officially opened the new extension to DIT Cathal Brugha Street in June to house the School of Food Science and Environmental Health in the Faculty of Tourism and Food; and the second phase of development at DIT Aungier Street is at an advanced stage. The latter will house the Marketing courses currently in Mountjoy Square in a unified Faculty of Business. It is fair to say that these developments will add new architectural landmarks to the inner city.

The appointment of a Community Education Links Co-ordinator has further strengthened local community links. Initiatives in this regard include supervised study/mentoring programmes in primary and secondary schools; the creation of 11 studentships of £1,500 each to financially disadvantaged students from inner city Dublin who obtained places on courses in DIT; six Gaeltacht scholarships; the presentation of 50 computers to inner city schools and community groups; and, a major DIT conference on 'Third Level Institutes and the Local Community'.



In summary, the overall picture of DIT in 1996/97 was one of an institution maintaining its pace of development with increased R&D activity and continuing strong demand for its courses, at both undergraduate and postgraduate levels.

**Dr. Brendan Goldsmith,
President.**

■ Reamhrá ag an Uachtarán

I rith na bliana acadúla 1996/97, rinne an Institiúid dul chun cinn suntasach i gcúrsaí acadúla agus riartha. Gan dabht ar bith, b'é an rud ba thábhachtaí an t-ordú Aire a thug an chumhacht don Institiúid céimeanna a bhronnadh, idir bhunchéimeanna agus iarchéimeanna, ón mbliain acadúil 1998/1999 ar aghaidh.

D'aontaigh an Comhlacht Riartha le mionstruchtúr i gcomhair dámha, scoileanna agus ranna, agus fógraíonn an t-aontú seo go bhfuil deireadh leis an gcéad phas tábhachtach, corraitheach i bhforbairt na hInstitiúide nua. Réitíonn sé seo, i gcomhar leis an ordú Aire thuas, slí na hInstitiúide i dtreo ollscoile sainiúla il-leibhéal go luath amach anseo.

Tharla forbairtí fisiciúla fresin – d'oscail an tAire Oideachais an méadú nua ar DIT Shráid Chathal Brugha i mí Mheithimh, méadú a lonnófar an Scoile le hEolaíocht Bhia agus Sláinte Chomhshaoil i nDámh na Turasóireachta agus an Bhia ann; tá na hullmhúcháin i gcomhair an dara phas in DIT Shráid Áinséir i bhfad chun tosaigh. Lonnófar na cúrsaí margaíochta atá anois in DIT Chearnóg Mhuinseo ansin i nDámh aontaithe Ghnó. Is cinnte go gcuirfidh na forbairtí seo le pointí suntasacha ailtireachta lár na cathrach.

Ceapadh Comheagarthóir Ceangail Phobail le hOideacheas agus threisigh an ceapachán seo ár gceangail leis an bpobal áitiúil. I measc na dtionscnamh sa réimse seo, tá cláracha staidéir/comhairle riartha i mbunscoileanna agus i meánscoileanna; bunaíodh 11 scoláireacht de luach £1500 an ceann i gcomhair mic léinn, le míbhuntáistí airgeadais ó lár na cathrach, a fuair ionaid ar chúrsaí san Institiúid; 6 scoláireacht Ghaeltachta; bronnadh 50 ríomhaire ar scoileanna agus ar ghrúpaí pobail i lár na cathrach; agus comhthionól tábhachtach san Institiúid ar 'Institiúidí Tríú Leibhéil agus an Pobal Áitiúil'.

Mar achoimre, is í íomhá na hInstitiúide in 1996/1997, institiúid a lean ar aghaidh lena ráta fáis maidir le taighde agus forbairt, agus le mórëileamh leanúnach ar a cúrsaí ag leibhéil fhochéime agus iarchéime.

An Dr. Brendan Goldsmith

Uachtarán

■ Introduction

This annual report for 1996/97 provides a general overview of the operations of the year and highlights certain key aspects of the Institute's activities.

The 1996/97 academic year was the Institute's fourth full year of operation as an autonomous statutory body.

The year was marked by continuing growth and consolidation, as the Institute made further progress towards full integration of its constituent colleges into a single institution.

■ Review of the 1996/97 Academic Year

Applications for places on DIT courses were at a very high level with 65% of Leaving Certificate students selecting the DIT as one of their choices.

Student Enrolments in DIT

Year	Full-time	Part-time	Apprentices 1993/94
1993/94	9,815	8,787	4,929
1994/95	9,649	8,553	4,201
1995/96	9,933	7,956	3,649
1996/97	10,227	7,248	3,163

The table above shows the evolution in student enrolments over the four year period from 1993/94 to 1996/97. Full-time student enrolments have, in general, continued to increase and this has added to the problems faced by the Institute, caused by its lack of sufficient physical space.

Whilst full-time student numbers have grown, part-time and apprentice numbers have continued their recent decline. The fall in part-time numbers is partly a result of changing needs in the market as the majority of school leavers now enter into full-time third level courses. The needs of part-time students will require to be met by a new portfolio of appropriate courses. The President's Proposal on Faculty, School and Department Structures included a provision for a Head of Continuing Education who will co-ordinate the Institute's activities in this regard.

The fall in apprentices is the result of structural changes to the Irish economy and to changes in the nature of apprentice education outlined in previous annual reports. In particular the number of whole-time equivalent students in apprenticeships has not altered appreciably in the past two years.

Over 900 DIT students qualified, in the 1996/97 academic year, for a University of Dublin degree. Postgraduate enrolments continued to grow for both taught course qualifications and higher degrees by research.

The Institute continues to be involved with a wide range of industrial partners through its courses, research contracts, student placements, student research projects, and other activities.

The Institute participated in a significant number of international projects primarily funded by various European initiatives such as ERASMUS, TEMPUS, EU NOW, ALPHA, EU ADAPT, FORCE, Media II, MAID, LEONARDO and KAMP.

Academic Council approved a total of seventeen course validations, covering a wide range of the Institute's courses for awards ranging from Certificate to Masters. Six of these courses were new, two were modifications of courses, and the remainder were re-validations.



In a historic development for the Institute, Degree Awarding Powers were conferred on DIT with effect from 1st September 1998.

The issue of Staff Development continued to be of major importance in the Institute, with the appointment in July 1997 of a Staff Training and Development Officer. Details of the development of this area are expanded upon in the report of the Staff Training and Development Section.

The DIT strengthened its relationship with schools in the Dublin inner city by appointing a Community Education Links Co-ordinator.

The Institute's graduates continued to be in high demand. Over 40% of Certificate and Diploma students entered immediate employment, whilst the majority of the rest continued their studies on degree programmes. Nearly 80% of degree graduates obtained immediate employment, while approximately 12% went on to pursue further academic study.

■ Operational Programme for Academic Year 1997/98

The main developments projected and priority issues expected to face the Institute during the 1997/98 Academic year, as outlined in the Operational Programme submitted in February 1997, are as follows:

- The second and final phase of the implementation of the new faculty structures
- The finalising of The Rochford Report "Report on Structures, Posts and Grades in the Dublin Institute of Technology"
- The establishment of eleven long-term temporary positions in the technical support area as permanent posts
- The implementation of the recommendations of the Rochford Report regarding the appointment of Buildings Maintenance Managers throughout the Institute

- The establishment of a specialised post within the Personnel Department to deal with the area of Staff Development. [Governing Body re-confirmed its belief that a Human Resources Manager at a level comparable to an SLII position, is essential for the proper development of this important aspect of the Institute's mission].
- Achieving a whole-time : part-time ratio of 80:20.

Provision was made in the budgets submitted at the same time to accommodate these developments, and discussions were initiated and subsequently progressed with the Department of Education towards their realisation.

■ The Institute's Finances

A summary of the Institute's financial performance for the academic year 1996/1997 is tabulated on page 8. The 1995/96 comparatives represent the audited figures. The summary shows little change in the structure of the Institute's finances when compared with the previous year. The Institute's income is derived from funding from the Department of Education IR£48,711 [67%] (67% in the previous year) with IR£9,191k, [13%] (13%) from tuition fees and IR£15,096k [21%] (20%) from other sources.

The major cost items continue to be academic costs IR£42,809k (62%) and premises costs IR£8,709k (13%).

The surplus of £4.1m for 1996/97 arises from the Department of Education and Science annual funding process which is calendar year based. The annual grant allocations (calendar years 1996 and 1997) are allocated by the Department of Education and Science to the financial year 1996/97 on the basis of expected levels of expenditure.

This process can lead to a reported surplus or deficit, which is attributable to timing differences between actual and expected expenditures. When actual expenditure in the financial year is below the grant allocation (which is based on expected expenditure) this will give rise to a surplus at the financial year end. This surplus will be utilised in the following financial year, in the period 1 September – 31 December, as the Institute's expenditure matches its grant allocation for the calendar year.

Financial Management Initiatives

A budgeting model has been implemented to assist the move to academic year budgeting from 1997/98. When fully developed, this model will ultimately assist key resource-allocation decisions.

The replacement of the payroll systems with a single software application is ongoing and is expected to be completed during 1998/99.

The Institute is participating with a Department of Education & Science project to develop Management Information Systems. The project's priority is to provide an up-to-date replacement for the student admission and administration system. This core system will be further enhanced by subsequent implementation of course and staff modules.

During 1997/98, resources will be assigned to strategic planning for the impact of the year 2000 and the introduction of the EURO arising from Economic and Monetary Union.

■ Summary of Accounts (in £000's)

(1996/97 pending completion of audit)

	1995/96 1 Sept-31 Aug	1996/97 1 Sept-31 Aug
CURRENT INCOME		
Department of Education	44,488	48,711
Release from capital reserve	5,436	5,197
Tuition fees	8,769	9,191
Research consultancy & development	2,848	4,042
Interest Income	621	388
Other income	4,694	5,469
Total	66,856	72,998
CURRENT EXPENDITURE		
Academic departments	41,479	42,809
Academic support services	2,085	2,188
Premises	9,003	8,709
Central administration & services	2,887	3,543
General educational services	1,073	1,124
Student facilities & amenities	1,203	1,329
Research grants/contracts	2,848	4,042
Depreciation	5,436	5,197
Total	66,014	68,941
Surplus for year	842	4,057
Surplus at start of year	603	1,445
Surplus at end of year	1,445	5,502

■ Work of Academic Council

Academic Council is responsible under the Dublin Institute of Technology Act 1992 for developing, maintaining and enhancing academic standards and quality in all courses and programmes of the Institute. Each Faculty carries these responsibilities in respect of the courses and research programmes offered within that Faculty.

In order to help to deliver the highest possible quality of educational provision within all Faculties of the Institute, Academic Council has adopted the guidelines and procedures set out in the Quality Assurance handbook for the validation, approval, monitoring, review and general academic quality assurance in respect of all courses in the Institute, both those leading to DIT awards, and those leading to external awards.

Validation Panels:

In 1996/'97, a total of seventeen course validations were approved, as follows:

- Diploma in Hotel & Catering Management
- Diploma in Economics (International) [new course]
- Technician Certificate in Medical Physics & Physiological Measurement
- Diploma in Electronic Systems [new course]
- Diploma/Degree in Advanced Business Studies
- Diploma in Credit Management
- Postgraduate Diploma in Accounting [new course]
- Diploma/BA in Leisure Management
- Postgraduate Diploma in Applied Computing for Technologists [new course]
- Postgraduate Diploma in Business to Business Marketing and Languages [new course]
- Postgraduate Diploma in International Marketing [new course]
- Postgraduate Diploma/ Masters Degree in Public Relations [new, replaced Diploma course]
- Technician Engineering Diploma in Electrical Engineering
- Diploma in Bakery Production & Management
- Diploma/BSc (Surveying) in Property Economics
- Diploma/BSc (Surveying) in Construction Economics & Management
- Diploma in Chemistry [new, replaced Royal Society of Chemists course].



Seed Funding

Academic Council noted and approved the proposals of the Research Committee in relation to the seed funding of 69 research projects in 1997 for a total of £150,000.

NCVA Pilot Scheme

Academic Council agreed that the NCVA Pilot Scheme which provides access to designated DIT certificate courses for holders of relevant NCVA awards, be extended for an additional year to enable the monitoring of candidates admitted under the Scheme.

■ Applications to full-time courses through Central Applications Office (CAO)

The Institute continued to remain a highly popular choice among applicants for full time courses through the CAO system in 1996.

The number of institutions participating in the system was 34 (31 in 1995) and the total number of courses on offer increased from 513 in 1995 to 538 in 1996. The Dublin Institute of Technology offered 13 courses at degree level and 60 diploma/certificate courses.

The Institute continued to attract a similar percentage of applicants and first preferences for both degree and diploma/certificate courses as in previous years.

The total number of applicants to CAO in 1996 was 59,778 and 38,819 (65%) of these individuals included at least one DIT course preference on their applications.

There were 47,897 applicants for degree courses and 43% of these included at least one DIT degree course among their preferences with 9% opting for DIT as a first preference.

On the diploma/certificate side, the Institute continued to attract the highest number of applicants and first preferences nationwide. There were 52,748 individual applicants for diploma/certificate courses and 68% of these included at least one DIT course among their preferences with 38% including a DIT course as a first preference.

■ Student Performance and Achievement

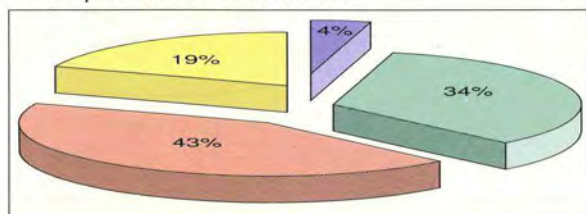
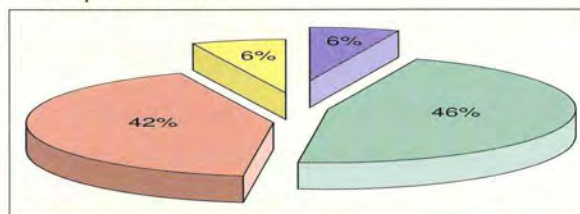
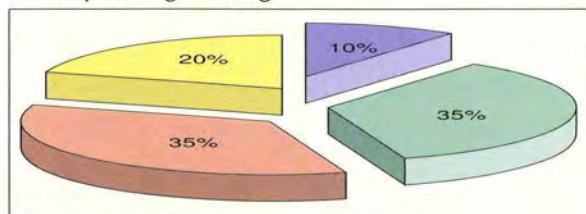
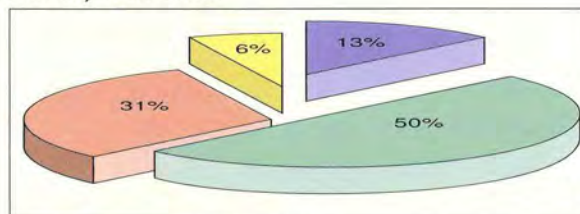
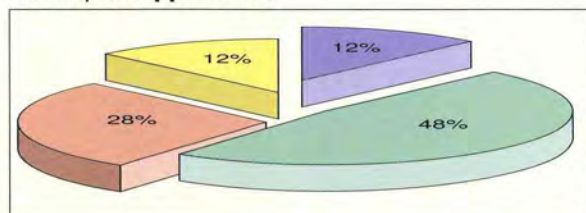
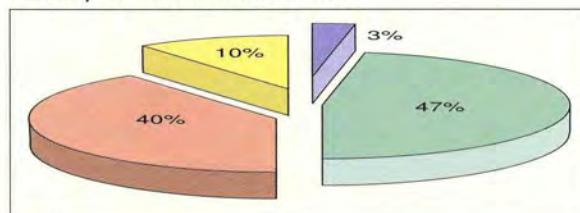
A total of 967 DIT students graduated with degrees under the Partnership Agreement with the University of Dublin in 1997.

The proportion of graduates with first class honours varies between faculties as is normally the case in Irish universities (Table 1). A total of 2,360 students graduated with Certificates or Diplomas from the Institute in 1997. Similarly, the distribution of grades also varies across faculties for Certificate/Diploma courses (Table 2).

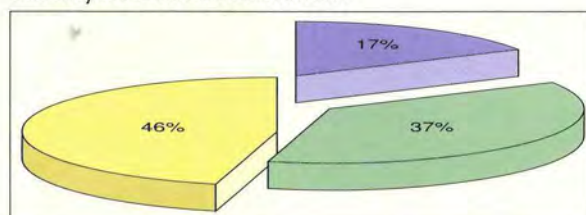
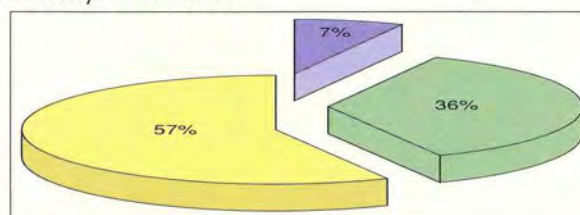
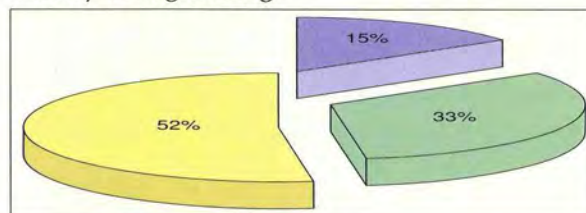
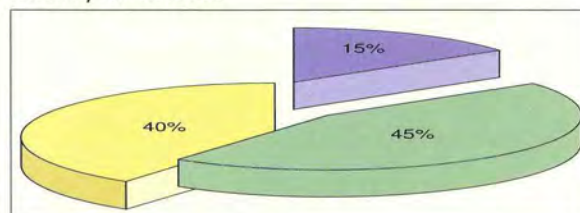
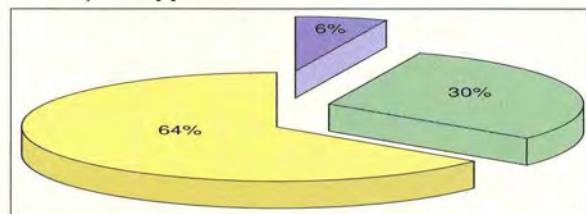
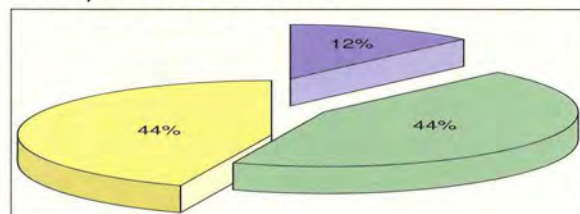
Over 150 students graduated with taught-course postgraduate awards in 1997 and a further 21 students were awarded Masters/PhD degrees by research in the same period.

Table 1: Summary of Degree Awards in each Faculty in 1996/97

■ Hons 1
 ■ Hons 2.1
 ■ Hons 2.2
 ■ Pass

Faculty of Built Environment**Faculty of Business****Faculty of Engineering****Faculty of Science****Faculty of Applied Arts****Faculty of Tourism and Food****Table 2: Summary of Certificate and Diploma Awards in each Faculty in 1996/97**

■ Distinction
 ■ Merit
 ■ Pass

Faculty of Built Environment**Faculty of Business****Faculty of Engineering****Faculty of Science****Faculty of Applied Arts****Faculty of Tourism and Food**

■ Research and Development Activities in DIT

Postgraduate Programmes

The postgraduate programmes can be split into two major sectors :

- Taught courses postgraduate degrees
- Postgraduate degrees by research

Enrolments in postgraduate studies continued to grow in year 1996/1997.

	1993/94	1994/95	1995/96	1996/97
Taught	50	129	184	201
Research	85	126	173	177
Totals	135	255	357	378

The majority of taught courses were funded by the National Advanced Technical Skills (ATS) programme.

Overview of Research and Development Activities in Postgraduate area

Research continued to be a significant activity in a wide number of schools and departments across the Institute in 1996/97. Postgraduate research was concentrated on broad strategic areas based on Irish industry priorities as well as undergraduate strengths within the Institute:

- * Business, Finance & Marketing
- * Construction & Property
- * Environment
- * Information Technology
- * Tourism & Hospitality
- * Applied Economics & Social Science
- * Logistics
- * Engineering, Applied Sciences & Materials
- * Biotechnology & Food Design
- * Media & Media Technologies
- * Chemicals & Pharmaceuticals
- * Humanities (Music & Drama)

There was a total of 177 postgraduate research students in the Institute in the 1996/1997 academic year, distributed among the faculties as follows:

* Faculty of Applied Arts	15	* Faculty of Built Environment	6
* Faculty of Business	24	* Faculty of Engineering	27
* Faculty of Science	77	* Faculty of Tourism & Food	28

Managed Research Programme

Thirty two new research students commenced research under this programme in 1996/97. This programme is funded by the European Social Fund through the Department of Education and the Department of Enterprise and Employment and provides postgraduate students with training in research and development in strategic technological areas. The aims of this programme are to enhance research and development capability in Ireland, to strengthen further the links between the Institute and

industry/commerce in Ireland and Europe, and to provide high quality postgraduate research training in strategic areas to young graduates.

Presentations promoting the programme to final year students in Universities in Ireland and Northern Ireland, were carried out in 1996/97 to ensure that applications arise from students nationwide.

DIT Scholarship Programme

Fifteen new students commenced research under this programme in 1996/97. The programme aims to foster and further develop the research ethos across the Institute while increasing the number of postgraduate students in the Institute.

Research Training Programme

A comprehensive programme was provided for all SRD and Scholarship students. The following is the list of training modules offered in 1996/97:

- * Project planning management
- * Biostatistics
- * Using SPSS for Windows
- * Quantitative Research Analysis
- * Powerpoint
- * Report Writing
- * Market Research Evaluation
- * Library Facilities
- * Preparing theses and reports
- * Statistics
- * Thesis Write-up
- * Qualitative Research Analysis
- * The Internet
- * Presentation skills
- * Preparing a Business plan

In 1996/97 Postgraduate Research Supervisors were provided with training modules that they requested, in order to assist them in their supervision. The following is a list of the training modules that were requested:

- * Thesis Write-up
- * Powerpoint
- * Statistics
- * Qualitative Research Analysis
- * Project Planning Management
- * The Internet
- * Using SPSS for Windows

Research Student Seminars

Each research student is required annually to present three seminars on the progress of his/her work. These seminars were attended by students, their supervisors, academic staff of DIT and industrial partners. Each student is required to give a 10 minute presentation, followed by questioning and discussion. The aim of the seminars is to develop the students' presentation skills, to give them an opportunity to present their results to an expert audience, as well as to monitor their research progress.



Postgraduate Society

The Postgraduate Research Society in 1996/97 continued to support the 177 research students registered with DIT. The society met on a regular basis, holding a variety of social and educational events. The principal aim of the society is that it facilitates research students to mingle and interact with students from other research areas.

A summary of Research Activities on a Faculty Basis is shown in the *Directory of Scholarly Activity*.

External Development Links – Postgraduate

(a) National

One of the requirements of the SRD programme is that each project has an industrial partner / link. The involvement of the industrial partner varies from assistance in facilitation of primary research, the resources (financial or otherwise) provided, placement of the student, supervision and access to facilities. The Institute is involved with a wide range of industrial partners, including small local companies, national organisations (e.g. Coillte Teoranta, Bord Bia and the Electricity Supply Board), and large multinationals (e.g. Gateway 2000 Ltd and IBM Ireland Ltd.).

University links:

Inter-University research has been encouraged and has resulted in collaboration in many projects with other Universities. A list of the Universities involved in 1996/97 projects is outlined below:

- | | |
|------------------------------------|---|
| * Dublin City University | * Karolinska Institute, Huddinge University, Sweden |
| * St. Patrick's College Maynooth | * Trinity College Dublin |
| * University College Cork | * University College Dublin |
| * University of Limerick | * University of Strathclyde |
| * University of Ulster Jordanstown | * Uppsala University, Sweden |

(b) International

International research collaboration is a fundamental goal of the Institute and several students have undertaken part of their research in foreign partner institutions. There has been good attendance by research students at conferences in Ireland, UK, Europe and America, with each student attending at least one such conference each year.

Seed Funding

In 1997, the Institute awarded a total of £150,000 in grants to 69 staff for research projects under the Seed Funding Programme.

DIT Research Centres

In September 1996, all established Research and Consultancy Centres were brought under the control of the newly appointed Director of External Affairs, Declan Glynn, with a view to co-ordination of their activities. In late November 1996 the Visual Computing Centre (funded by Forbairt) commenced activities in DIT Aungier Street under the direction of Charlie Pritchard and the Applied Optoelectronics Centre was also established as a formal centre (DIT Seed Funded) under the direction of Gerald Farrell in DIT, Kevin Street.

In May 1997 a substantial grant was approved through Forfas, by EU's Operational Programme for Industrial Development, towards the establishment of a National Institute for Transport and Logistics within DIT, and an Industrial Board was appointed for this Centre.



Funding was approved by DIT towards the establishment of a Social Science Centre from the Faculty of Applied Arts and a manager was appointed.

This brought to 15 the number of officially recognised Centres in DIT. The Centres for the first time represented a significant level of activity in the various faculties and across the Institute. Centres operate independently from faculty structures and often in co-ordination with other centres and with more than one faculty. The following table lists the active centres at the end of 1996/7 Academic year with their most closely related faculty.

Applied Arts	Social Science Centre Visual Computing Centre Digital Media Centre
Built Environment	CRUBE (Consultancy and Research Unit for the Built Environment) Building Information Centre
Business	Project Development Centre National Institute of Transport and Logistics Distance Learning Centre
Engineering	National Maintenance Centre Timber Development Centre Applied Optoelectronics Centre Industrial Control Centre
Science	Radiation Science Centre
Tourism and Food	Food Product Development Centre Tourism Research Centre

■ European and International Affairs

In line with its mission, the Institute participated in 1996/97 in a wide range of EU Education & Training and Research initiatives.

In the area of Education & Training the principal beneficiaries were students and staff who received funding from the ERASMUS Programme to study in other institutions in the EU. In addition to this, funding was received under TEMPUS – the EU Education and Training Programme – for a range of activities between EU Member States and educational institutions in Eastern Europe.

In the area of Research and Training, financial support was received for the following:

Under European Social Fund – Community Initiatives

- Childcare Training Initiative – EU NOW (New Opportunities for Women) programme.
- Community Development through the Medium of Art – EU NOW programme.
- Innovation and re-engineering in Furniture SME's – EU ADAPT Programme.
- Centre for the Promotion of Environmentally Friendly Products and Processes – EU RETEX Programme.

Telematics Programme (EU 4th Framework for Research and Development)

- SYNAPSES – A three year project in conjunction with TCD, St. James' Hospital and other European partners
- Research Project in Telematics in education, involving universities in 8 EU countries

Other Projects

- World Health Organisation Project on Environmental Health Services, Professional Education and Training which focuses in particular on the countries of Central and Eastern Europe.
- EU Concerted action on Evaluation of Fish Freshness which is a collaborative project between scientists in Member States.
- Media, CITE (Committee for Information Technology in Education) and EU funded research, education and industry consortia.
- EU Leonardo Pilot Project "Maintenance Co-operative Agreements with Certification".

■ Degree Awarding Powers and University Status for DIT

In April 1997, the Government agreed to the laying of an order before the Houses of the Oireachtas to grant degree awarding powers, at undergraduate and postgraduate levels, to the Institute, with effect from the academic year 1998/99.

The Minister for Education stated that "this is a further stage in the continuous development of the Dublin Institute of Technology. I congratulate DIT on the progress which it has made since 1992 in building a single integrated institute". The granting of degree awarding powers to the Institute is the result of a process of review of the Institute, which the Minister initiated in 1996.

The assigning of degree awarding powers to DIT confirms the position of the Institute as the leading provider of technological education in the country. The route by which this power was achieved, a major international quality audit, was the first such audit undertaken in the State.

■ The University Act 1997

The University Act was passed by both houses of the Oireachtas in May 1997. The Minister subsequently appointed a body to advise the Higher Education Authority under Section 9 of the Universities Act 1997 on whether, having regard to the objects and functions of a university under sections 12 and 13 of the Universities Act 1997, the Dublin Institute of Technology should be established as a University.

This body comprises:

- * Dermot Nally, former Secretary to Government, Chairman of the Review Group
- * Professor Máire Mulcahy, UCC
- * Professor Eda Sagarra, TCD
- * Professor M Skilbeck, formerly Deputy Director, OECD, and previously Vice Chancellor of Deakin University, Australia

- * Dr J K M Gevers, President, University of Amsterdam
- * Ms Mary Finan, Managing Director, Wilson Hartnell Public Relations Limited and immediate past President, Dublin Chamber of Commerce
- * Brian Sweeney, Managing Director, Siemens, Ireland
- * Mary Kerr, Higher Education Authority, is Secretary to the Review Group.

This group will forward a report on their findings to the HEA who will then make a recommendation to the Minister for Education and Science.

■ Staffing and Related issues

In April 1997, the number of academic staff was 733 full-time with 132 eligible part-time (EPT) or contract academic staff. These staffing levels showed an increase of 8 full-time academic staff and a decrease of 6 EPT staff from the 1995/96 levels. The administrative [133], library [25], technical support and maintenance staff [303], added to the academic staff, gave a total staffing in excess of 1,320. In addition to these staff, the Institute employed over 1,000 academic staff on a part-time basis and over 80 temporary whole-time administrative, technical and maintenance staff.

Since its establishment in 1993, the Institute has been very aware of the importance of providing a continuous programme of staff development, particularly as it is an organisation whose primary resource is its staff members, who have to be up-to-date if they are to function effectively. This realisation is reflected in the increasing portion of DIT budget allocated to staff development over the past few years.

The Institute recognises that to enable it to achieve its objectives, it requires highly motivated and skilled staff, who are committed to high standards of service, and who, reciprocally, have progressive working conditions, opportunities for personal development and equitable rewards.

The objective is to ensure that the Institute attracts, retains and motivates staff of the highest calibre.

Staff Training and Development in DIT

■ Staff Development Group

In September 1996, Dr. Brendan Goldsmith formed a Staff Development Group under the chairmanship of Mr. Paul Sullivan to deal with the implementation of a Staff Development Programme. In February 1997 the Committee agreed Terms of Reference. The Committee commenced its work on drafting a Staff Development Policy for the Institute. The policy is based on the report of the Staff Development Working Group which was compiled during Session 1995/96.

■ Staff Training & Development Officer

Ms. Phil Kenna was appointed to the position of Staff Training & Development Officer with effect from 2nd July, 1997.

■ Staff Development News

The first issue of Staff Development News was published in December 1996. This newsletter is published four times a year for the purpose of providing a communication channel regarding activities and opportunities, as well as a forum for discussion of staff development issues.

■ Training & Development Activities

The total amount spent by DIT in support of its commitment to the continuing training and development of staff in 1996/97 was £660,000. This figure represents the 'above the line' costs. This amount was

allocated to short in service training courses, staff attendance at conferences, fee support for staff pursuing advanced qualifications, and participation in Masters and Primary Degree programmes under the ESF Training of Trainers programme. The total reimbursement received from the European Social Fund under the Training of Trainers Programme was £160,000. This represents 24% of the total amount spent by the Institute.

Details of some of the activities and support provided by the Institute as part of its commitment to the continuing training and development of staff are as follows:

1 Fee Support Scheme for Staff Pursuing Advanced Qualifications in External Institutions

A total of 60 staff were refunded tuition fees under this scheme at a total cost of £82,753. £36,000 of this amount was reimbursed to the Institute under the ESF Training of Trainers Scheme.

2 Fee Waivers on DIT Evening Courses and Examination Fee Refunds for Staff

A total of 61 staff were granted free admission to DIT evening courses at a cost of £18,106 and 21 members of staff were granted refund of examination fees at a total cost of £780.

3 Short Courses

Approximately 600 staff of the Institute participated in fifty-seven short courses funded by the ESF Training of Trainers Staff Development Scheme. The Institute organised eight internal short courses for a total of 190 staff.

4 Technology Degree Programme

Work commenced on the development of a Bachelors Degree Programme for DIT staff. A series of meetings were held with Trinity College Dublin to consider the running of a joint programme.

5 Staff Induction Programme

The Institute held its second Staff Induction Seminar for newly appointed staff in October 1996, at which 42 staff attended.

6 Training of Trainers Masters Degree Strand

A total of 77 DIT staff participated in various modules of the Training of Trainers Masters programme.

7 Zero Fee Scheme

A total of 10 staff participated in the Zero Fee Scheme in 1997. The Scheme is open to whole-time staff members of the Institute, wishing to undertake research leading to post-graduate degrees of the University of Dublin.



■ Governing Body Matters

Governing Body held twelve ordinary meetings and two special meetings in the 1996/97 session. At the ordinary meetings of Governing Body the normal business included the approval of Staff Appointments, Pensions for Staff, the Operational Programme, Budgets, Accounts and Academic Council Reports.

The two special meetings were held as follows:

8th November 1996 – to discuss the future direction of DIT, university status for DIT, whom should the Institute serve and the location and identity of DIT. (See further reference to University Status)

10th June 1997 – to discuss the President's Proposal on Faculty, School & Department Structures (see further reference to Faculty Structures).

Disadvantaged Students – Scholarships:

Governing Body agreed that a number of scholarships should be created for students from the Inner City. It was further agreed that a sum of £3,000 be provided to support a number of ongoing activities within DIT i.e. the Bull Alley Project, Supervised Study Programmes (Francis Street, Whitefriar Street, Kings Inns Street, etc.)

September 1996

Faculty Structures:

All ten Directors were appointed and had commenced duty by September 1996.

September 1996

Annual Reports:

The Annual Reports for 1993/94 and 1994/95 were approved.

October 1996

Policy on Irish Language:

In furtherance of its duty to have regard to the preservation, promotion and use of the Irish language, a committee, comprising members of Governing Body and members of the Institute, was established as follows to advise Governing Body on the matter : Ms. Mary Farrell and Ms. Patricia Moran representing the Governing Body, Dr. Matt Hussey representing the Directorate and Mr. Kieran Taaffe representing the Academic Council.

The President reported that, in relation to the appointment of new staff, he had advised the Department of Education of the Institute's policy whereby persons judged by the Institute not to be sufficiently competent in the Irish language would be required to attend a course in Irish provided by the Institute.

October/November 1996

Head of Human Resources:

Governing Body requested the Secretary to seek approval from the Department of Education & Science for the appointment of a Human Resources Manager.

November 1996

Public Procurement Procedures:

Governing Body noted a document outlining the Public Procurement Procedures within the Institute.

November 1996

Disadvantaged Students – Committee:

The success of a conference entitled "Third Level Institutes and the Local Community", which had taken place in DIT Aungier Street on the 15th and 16th November 1996, was noted. The Governing Body Committee which had prepared a report on "Improving Access to Third Level Education for the Less Privileged" was reconvened.

November 1996

University Status:

A joint meeting of Governing Body and the Directorate adopted the following motion: "That University status for Dublin Institute of Technology be urgently sought in the context of the Universities Bill, 1996"

November 1996

The President reported that despite submissions made by the Institute and a major lobbying campaign being mounted by parents, staff and students, the Minister for Education had confirmed that it was not her intention to include DIT within the provisions of the Universities Bill 1996. Governing Body recorded its disappointment at the Minister's decision as it felt that university status would enhance the Institute's position nationally and internationally and re-iterated its policy that university status be urgently sought in the context of the Universities Bill, 1996.

December 1996

DIT Affinity Card:

Governing Body noted and approved the proposal from the Bank of Ireland Credit Card Services to provide DIT with a resource to establish an active alumni database and a Bank of Ireland DIT Affinity Card.

December 1996

Institute Sponsors:

Governing Body raised the issue of suitable recognition for the Institute sponsors and referred the matter to the Director of External Affairs for attention

December 1996

Disadvantaged Students – Committee:

An interim report from the Committee on Improving Access to Third Level Education was tabled. The report listed the progress made since the previous report and indicated initiatives being considered. It was noted that Dr. Tommy Cooke, Community Education Links Co-ordinator, had been co-opted to the Committee.

December 1996

Disadvantaged Students – Scholarships:

Governing Body recommended that scholarships be awarded to eleven successful candidates from inner city schools.

December 1996

Memorial to the Late Jim Hickey:

It was agreed that the large lecture theatre in DIT Aungier Street would be named the James S. Hickey Theatre in his memory, the dedication to coincide with the first anniversary of his death. It was also agreed to establish an annual scholarship in his name for students within the Faculty of Business and Applied Arts.

December 1996

National Avionics Limited:

Governing Body approved the proposal that the Institute reduce its shareholding in National Avionics Limited to 15% to bring it in line with the policy of Forfás for such campus companies.

January 1997

Faculty Structures:

Following negotiations between the Institute, the Department of Education and the IMPACT union, the Department approved an administrative/library structure for the Institute.

January 1997

Internal Auditor:

Approval was received from the Department of Education for the establishment of a post of Internal Auditor.

January 1997

Meeting with the Comptroller & Auditor General:

A group from Governing Body met with the Comptroller & Auditor General to discuss his plans for DIT audit. The issues of value for money, the role of the Comptroller & Auditor General in value for money audits and the possible approach the Governing Body might take in addressing this matter were explored.

January 1997

Membership of the Central Applications Office (CAO):

Governing Body nominated Dr. David Gillingham, Director of Academic Affairs, for Membership, Representation and Directorship of the Central Applications Office (CAO).

January 1997

Memorial Plaque to Hanna Sheehy-Skeffington:

A proposal from the Dublin Tourism/Women's Commemoration and Celebration Committee to erect a plaque to Hanna Sheehy-Skeffington on the Institute's Rathmines Road building was approved.

January 1997

TEASTAS:

The report presented by the interim Teastas Authority to the Government was considered.

The report addressed a number of important issues e.g. awards for PLC Courses, recent developments in the second level sector and the emergence of private colleges. However, Governing Body felt that the Teastas recommendations relating to the Institute were unacceptable in that they would cut across the recommendations of the HEA Review Group regarding the Institute's capacity to award its own degrees and would seriously undermine the position of the Institute vis-à-vis university status.

It was resolved that the Chairman should seek an urgent meeting with the Minister for Education to express the concern of Governing Body and that of the staff and students, at the proposals in the report as they relate to the Institute. Following this meeting, the Governing Body would state its position publicly.

January 1997

Membership of Governing Body:

Ms. Máire Jackman, the Irish Congress of Trade Unions' representative, resigned as an ordinary member of Governing Body in February 1997.

February 1997

Audit Committee:

Mr. John Donnelly (Chairman), Mr. Pierce Pigott and Mr. Thomas Simpson were appointed to the Audit Committee.

March 1997

Educational Policy of the Institute:

Following a presentation from the President regarding the 1997 CAO application figures, Governing Body discussed in detail and made recommendations regarding the Educational Policy of the Institute.

March 1997

Presentation regarding the Image & Awareness survey:

In April 1997 a presentation based on an awareness and imagery survey carried out on the Institute was made to the Governing Body by Mr. John Fanning, Managing Director, McConnell's Advertising and Mr. Graham Wilkinson, Director "Behaviour & Attitudes", a market research company. Governing Body referred the matter to the Director of External Affairs and requested him investigate the implications of the survey with a view to enhancing the image of the Institute.

April 1997

Disability Access:

The Institute held discussions with the Association for Higher Education and Disability (AHEAD) regarding a survey of a number of courses to identify difficulties which might present themselves to people with disabilities.

April 1997

Disadvantaged Students – Scholarships:

Mr. Pat Rabbitte TD, Minister for Science & Technology attended a special function on Monday 28th April 1997 in Central Office, DIT, to formally launch Governing Body Scholarships to improve access to higher education. A number of surplus computers were presented to community groups on that occasion.

A proposal submitted by Dr. Tommy Cooke in conjunction with the Dublin Schools Business Partnership was awarded the first phase of a European Grant for a project relating to Access and the Inner City Communities. Normally this would lead to the receipt of the full grant which is of the order of £450,000.

April 1997

African Virtual University:

The President advised that the Institute had been involved in the establishment of a pilot version of a virtual university for Africa, which had resulted in the development of sophisticated telematics facilities within the Institute. *May 1997*

Degree Awarding Powers:

Governing Body expressed pleasure that the Minister for Education had introduced the necessary order under Section 5(2)(a) of the Dublin Institute of Technology Act to assign to the Institute the function of conferring degrees, postgraduate degrees and honorary awards from 1st September 1998. *May 1997*

Grangegorman:

It was noted that a meeting had taken place with the Chief Executive Officer of the Eastern Health Board regarding the acquisition by the Institute of the 73 acre site in Grangegorman. *May 1997*

Official Opening of the Extension to Cathal Brugha Street:

The Official opening of the extension to Cathal Brugha Street by Deputy Niamh Bhreathnach, Minister for Education, was arranged for 3rd June 1997. *May 1997*

Transport and Logistics Centre:

Following a national competition, Forfás allocated £1.06m to establish a National Centre for Transport and Logistics in DIT. The Centre, to be based in Aungier Street, would create a small number of jobs. Governing Body welcomed this development and noted that the centre had been awarded to DIT in the face of strong university competition. *May 1997*

University Status:

The Minister for Education initiated the process of examining DIT under Section 9(1) of the Universities Act 1997 whereby the Government will appoint a body, the membership of which shall be recommended by the HEA, to advise the HEA on whether having regard to the objects and functions of a university under Sections 12 & 13 of the Act, an education institution should be established as a university.

The Chairman welcomed this development and stated that this was an important step on the way to full university status. *May 1997*

Governing Body noted the Government's decision of the 19th June 1997 to appoint a body, under the Chairmanship of Mr. Dermot Nally, former Secretary to the Government, to advise the Higher Education Authority under Section 9 of the Universities Act *June 1997*

Faculty Structures:

A special meeting of Governing Body was held on the 10th June 1997 to discuss the President's Proposal on Faculty, School & Department Structures.

Governing Body welcomed the fact that the concept of a Faculty Structure had been accorded a broad acceptance across the Institute and reiterated its commitment to providing a quality service to students while devolving power from the centre with a view to ensuring the maximum amount of participation by all levels of staff. Having dealt with the specific areas outlined by the President, Governing Body endorsed the President's Proposal on Faculty, School & Department Structures. It was noted that the proposal would be the subject of consultation with the relevant unions. *June 1997*

Governing Body Membership:

Colin Joyce and Patricia Moran completed their term of office as student representatives in June 1997 and were succeeded by Sinead Pidgeon and Ross O'Daly. *June 1997*

Fund raising Foundation:

Governing Body established a committee to consider the best way to progress the development of a fund-raising foundation in Ireland. *June 1997*

Sexual Harassment Policy:

Governing Body approved the publication of the Institute's Sexual Harassment Policy. *June 1997*

Careers Advisory Service Award:

A project submitted by Ms. Eileen Fitzpatrick, Careers & Appointments Officer was awarded £1,000 by the Association of Graduate Careers Advisory Services (AGCAS) upon being chosen as the winner of the Innovation Awards Competition. The project was regarded as an excellent example of regional collaboration, institutional development and appropriate adaptation of existing materials. *August 1997*

Sponsorship of Friendship Games:

Governing Body donated a sum of £500 to the sponsorship of Friendship Games, which bring together teenagers from the North and South. *August 1997*

Presentations to Governing Body:

The following Directors made presentations to Governing Body on the structure and organisation of their areas:

- Dr. Declan Glynn, Director of External Affairs – April 1997.
- Dr. David Gillingham, Director of Academic Affairs – August 1997.

■ DIT Links with the Local Community

A Community Education Links Co-Ordinator, Dr Tommy Cooke, was appointed on a half-time basis in September, 1996. The role of the Links Co-Ordinator is to identify, develop, and co-ordinate the various initiatives of DIT in regard to disadvantaged community and aid in the formulation of future policy in this regard. Because DIT is located within Dublin inner city, which has the least representation in third level nationally, the initial main focus of the strategies were in this particular area.

■ Supervised Study Programmes:

These programmes involve both primary and secondary disadvantaged schools in the inner city. Currently there are two DIT colleges (Kevin Street and Bolton Street) involved. In regard to the primary schools the students/staff participate in the programmes on site within the school itself. The secondary school programmes involve a mentoring approach and take place within the DIT. This helps in the removal of educational barriers, development of a familiarity with third level and the supply of role models, information and guidance.

■ Educational Awareness Programme:

This programme involves visits by young first and second year pupils from inner city schools to DIT Colleges. The aim is to instil an awareness of the relevance and benefits of education. It involves demonstrating interesting aspects of courses and research that the pupils can relate to (Hologram, Satellite Tracking System, computer aided design, etc.). Visits are also undertaken by the senior cycle students and include exposure to information technology/internet etc., attendance on induction day and liaising with D.I.T. staff regarding courses and careers.

■ Studentships:

In 1996/97, DIT awarded eleven studentships of £1,500 per annum to financially disadvantaged pupils of inner city schools who obtained a place in DIT. The students are also supported in regard to study/personal/academic problems that may arise.

■ **Computers Equipment:**

The DIT also acts as a material or human resource for local disadvantaged communities. In this context surplus working equipment such as computers, microscopes, audio visual equipment etc. have been distributed to schools and community groups in need. To date, 40 computers have been donated.

A technical support group has been formed by DIT computer science students who locate, commission and troubleshoot problems that may arise in using this equipment. In addition DIT staff run training courses for teachers of these schools.

■ **Student Counselling Service in DIT**

The DIT Student Counselling Service, staffed by a full time team of six counselling psychologists provides a comprehensive range of services to all students within the Institute. Counselling staff have an office in each DIT centre. The range of activities includes the following:

■ **One to one counselling**

The provision of one to one counselling is one of the main activities of the service. This involves working with students on an individual basis to strengthen their coping capabilities and help them overcome any difficulties which may impede their academic as well as personal development. Students are referred by academic and administrative staff to this service, as well as to medical and other support services. Indeed, a large number of students refer themselves. The types of issues presented are multifaceted and include personal/social problems, academic issues, adjustment issues and practical concerns.

As in recent years, the number of students availing of the service has again increased this year with almost a 30% increase over last year. This trend reflects a growing awareness of the role that the service can play in assisting students to reach their full potential.

■ **Preventive programmes/interventions**

The service is not restricted to a curative or remedial role. An important element of the work includes programmes and interventions which provide training in a wide range of skills areas. By equipping students with the skills necessary for survival at third level many potential student crises can be averted.

Examples of programmes in this academic year include:

- Orientation to higher education
- Learning and study skills workshops including class-based training in note taking, time management, learning style preferences, report writing and general study skills. A special "preparation for examination" workshop is provided for all repeat students during the summer
- Specialist programmes in collaborative learning, team building, conflict management, personality and leadership, assertiveness training and problem solving skills, project planning and task completion
- Stress Management
- Drug awareness programmes ('Young People and Drugs', 'The Ecstasy Files', etc.)
- Wellness programmes
- Coping with relationships (sexuality workshops, women and power workshops).

Self help materials developed by the Service on a wide range of issues including learning strategies, stress management, drug awareness, sexuality, assertiveness, etc., have been upgraded and these materials remain popular with students. The service has continued to play an important awareness raising role in regard to student disabilities and sexual harassment issues. The service was involved in the development of the Institute's policy on sexual harassment. It has also been actively involved in furthering the development of a DIT policy on disability and the establishment of Disability Advisors.

■ Other programmes

In addition to student programmes, the service provided programmes for staff, including seminars on stress management and counselling skills for health centre personnel and an extensive two day training workshop for sexual harassment advisors who were appointed by the Institute in implementing its Policy of Preventing and Dealing with Sexual Harassment.

■ Research work

The service conducted a number of research projects during the year. Using a standard questionnaire, a comprehensive evaluation of first year students responses to the 1996 Induction programme was carried out. Other areas of research included the development of a Tutor's Guide, a Resource Booklet for third level counsellors, an investigation of the barriers to third level education as well as research on stages in the professional development of counselling psychologists.

■ Liaisons with staff/consultative role

The service has worked extensively with academic and support staff on a wide range of projects including First Year Induction and Orientation, a parents' open day, health and wellness programmes and the Socrates programme. It continued to provide a supportive/consultative role to academic and administrative staff on student welfare matters.

■ Student Services in DIT

■ Financial Report

The services covered by this report are funded from the 1996/97 Student Services charge of £150 payable by whole-time students, of which £100 is allocated to Student Services. The remainder is assigned to registration and examinations. Part-time students pay a Student Services Fee of £10.

Summary of Expenditure for 1996/97:

Welfare and Support Services	£195k
Clubs and Societies	£220k
Students' Union	£300k
Development Fund	£260k
TOTAL:	£975k

■ Welfare and Support Services:

Student Assistance Fund

The Student Assistance Fund continues to provide support for wholetime students who are experiencing financial hardship. In 1996/97, £87,045 was distributed among 196 applicants, at an average award of £444.

Child Care Support Scheme

This scheme provides an average subsidy of about £35 per week towards the cost of child care. In 1996/97, £23,000 was distributed among 27 student parents who could prove financial hardship.



Applicants are usually also entitled to state supports.

Student Health Service

The Health Centres in Aungier Street and in Bolton Street, staffed by two Practice Nurses and fully equipped as GP surgeries, have been providing comprehensive medical advice and treatment services to wholtime students, to a total of over 12,500 consultations. Doctors attend at each Centre for about 10 hours per week.

Additional Medical Services

Other schemes provide assistance with the cost of

- Specialist medical consultation.
- Psychological or Psychiatric assessment and treatment.
- Routine Dental and Ophthalmic treatment.

The total amount awarded to about 50 students under these schemes in 1996/97 was £6,600.

Student Personal Accident Insurance Scheme

All whole-time students are covered by this scheme which provides benefit in the event of accident, disablement or death. This scheme may also provide compensation for medical expenses arising from accident.

Accommodation Service

The Student Services Office produces a list of available accommodation, both self-catering and homestay, containing about 550 addresses, which represent some 1,300 bed-places, three-quarters of which are in homestay accommodation.

DIT Students' Union:

The Students' Union is funded by the Student Services Fund, and provides a wide range of administrative, information, support and representational services to students.



Development Fund:

A portion of the Student Services charge is set aside for the creation of a Development Fund to be assigned to the provision of centralised social/recreational amenities for DIT students.

■ Clubs and Societies:

Sports, Cultural and Social activities – site based

A total of £150,000 was allocated to the Sports and Cultural & Social clubs and societies in the major sites in 1996/97.

Sports, Cultural and Social activities – centralised DIT

A total of £70,000 was assigned to DIT Sports Committee and DIT Cultural and Social Committee and was administered by these committees in fostering, encouraging and co-ordinating activities involving all of the DIT centres.

■ Careers and Appointments Service

Employer Programme

The buoyant economic climate was reflected in an increase in the number of companies seeking to recruit DIT graduates. These included companies based in Ireland, the UK, the USA and Europe. Recruitment presentations made to final year students were up by 48% on last year and there was an increase of 59% in the number of employers sending job application literature.

In excess of 1,500 job vacancies were notified to recent graduates through the weekly newsletter published by the Careers and Appointments Service.

Student Programme

First Year Students: The Careers and Appointments Officer, Eileen Fitzpatrick, took part in the DIT orientation programme for first year students and in the open day for parents of first years in Bolton Street.

Final Year Students: The increased use of electronic means for submitting and scanning CVs, and a competence-based approach to interviewing, makes student preparation for entry into the workplace of crucial importance. Presentations on job application procedures and interview techniques were given to those in final year. Relevant books, leaflets and videos were made available through the Careers Library.

Directories containing comprehensive information on Irish and overseas employers of graduates, career opportunities and application closing dates were distributed to students. Those who needed individual help in making career or further study decisions were facilitated through one-to-one interviews with the Careers and Appointments Officer.

In the flatter management structures of the modern organisation, graduates are required to have a range of personal transferable skills in addition to their technical or professional qualification. Teamwork skills are particularly valued by employers. The Careers and Appointments Officer collaborated with teaching staff in the design, delivery and evaluation of workshops on team-building.

Membership of AGCSI

The Careers and Appointments Officer was appointed Secretary to the Association of Graduate Careers Services in Ireland for the period 1997-1999. This is a thirty-two county organisation through which the Careers Services of the universities and DIT collaborate with each other to encourage best practice and to facilitate professional development.

One AGCSI project is the annual publication of the Directory of Opportunities for Graduates in Ireland. This directory is distributed to final year students and is also made available to FÁS, the RTC's and UK universities. The Careers and Appointments Officer is a member of the committee which takes responsibility for this publication.

The First Destination of Award Recipients

The Careers and Appointments Service participates in the HEA annual survey of First Destination of Award Recipients in Higher Education.

First Destination of DIT Degree Recipients – 1996

There were 66.1% of DIT degree respondents in employment in Ireland and 8.9% employed overseas. A total of 12.3% went on to further academic study, either in Ireland or overseas.

The percentage of respondents taking time out to travel is reflected in the 7.6% who reported that they were not available for employment or study. This increased from 1.6% for 1995 graduates. The current economic climate makes it possible for graduates to delay entry to the labour market.

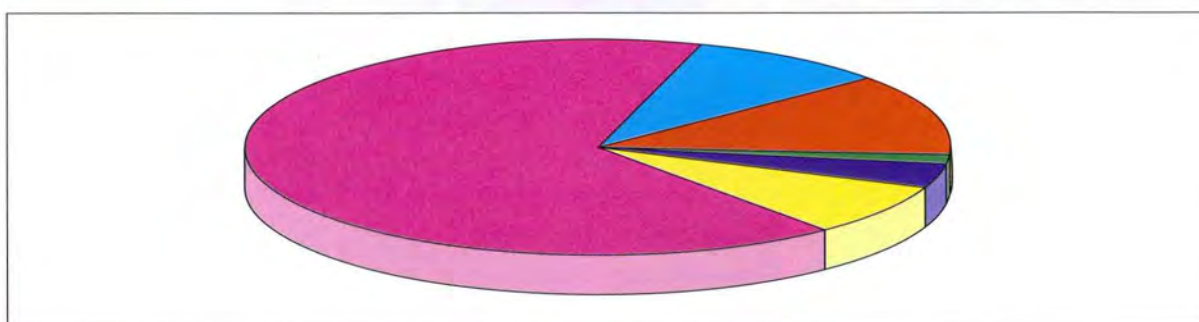
A total of 3.7% of graduates were seeking employment. This represents a drop from 4.5% in 1995.

First Destination of Certificants and Diplomates – 1996

The total of 53.3% of respondents going on to further academic study is evidence of the opportunity afforded those who enter DIT at certificate and diploma level to progress to higher qualifications. Those who chose to enter the labour market represented 38.0% employed in Ireland and 2.9% employed overseas.

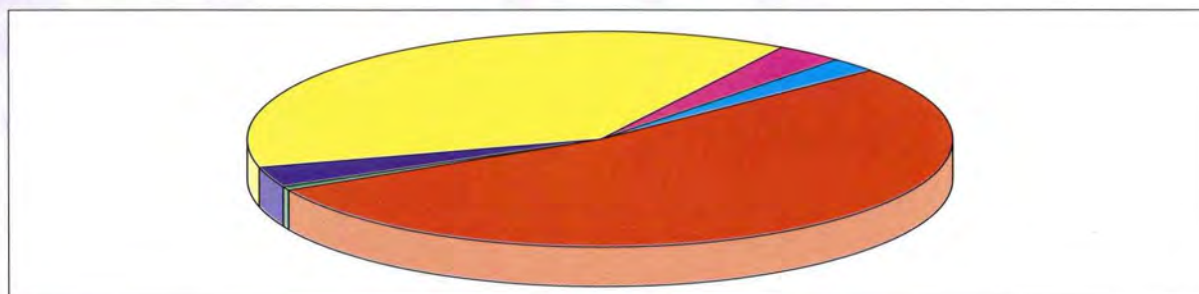
There was a total of 2.9% seeking employment. This represents a drop from 5.6% in 1995. Those who were unavailable for employment or study came to a total of 2.1%.

Summary of First Destination of DIT Degree Recipients 1996



Further Academic Study	12.3%	Professional or Vocational Training	1.4%
Seeking Employment	3.7%	Not Available for Employment or Study	7.6%
Gained Employment in Ireland	66.1%	Gained Employment Overseas	8.9%

Summary of First Destination of DIT Certificants and Diplomates 1996



Further Academic Study	53.3%	Vocational Training	0.7%
Seeking Employment	2.9%	Not Available for Employment or Study	2.1%
Gained Employment in Ireland	38.0%	Gained Employment Overseas	2.9%

■ Physical Development of the Institute

Building work reached practical completion in May 1997 on the major extension to DIT Cathal Brugha Street Campus. Loose furniture fit out occurred over the Summer so that the building was ready for student use at the start of the Academic Year 1997. Plans for the Consequential Works linking the new and the old building were progressed and submitted to the Department of Education.

Plans were developed for Phase 2 of the DIT Aungier Street Campus for a four storey building over basement on the Bishop Street area of the site completing the street elevation and linking the existing building to the gable of the adjoining site.



Forbairt, our Safety Consultants, continued reviewing DIT premises. This included a safety review of facilities at Linenhall, Beresford Street and the main building on the Bolton Street Campus. Work commenced on the first phase of the Fire Upgrade in Kevin Street with a contract for the provision of new fire doors to the laboratories and electrical cupboards. An upgrade of the Fire Alarm System in Cathal Brugha Street occurred along with a hygienic wall finish upgrade in the teaching kitchens.

The Architects Scott Tallon Walker have been progressing their study on the Masterplan. They have consulted with the Dublin Corporation's Planning Department and other interested groups.

The premises at Gardiner Row were relinquished with the staff and students being relocated to the Rathmines site.

Faculty Offices for the Faculty of the Built Environment were created internally within the main building at Bolton Street.

The Audio Visual room in Cathal Brugha Street was refurbished.

Accommodation for the Industrial Control Centre was provided within the main building of the Kevin Street Campus.

■ Special Events

1996

1 September	DIT College of Music Concert Band tour to USA
25 September	Direct Marketing Diploma launch in collaboration with the Institute of Direct Marketing
9/10 November	Music Education National Debate (MEND), international symposium, DIT Bolton Street
11 November	Musical reception to mark retirement of Frank Heneghan, former Director of DIT Adelaide Road and subsequently Director of Cultural Affairs
15/16 November	"Third Level Institutes & the Local Community – a Challenge for the Future" conference to mark the European Year of Life Long Learning, DIT Aungier Street
3 December	Fast Growth Programme launch, Product Development Centre
5 December	Dr. Brendan Smith Theatre Award launch
5/8 December	Radiation Science Centre hosts 7th LH Gray international Workshop on Human Carcinogenesis
18 December	DIT Choral Society inaugural concert, Christ Church Cathedral

1997

29 January	Launch of Skerries Town Map, Dept. of Surveying, DIT Bolton Street
6 February	Irish Independent Student Business Breakfast, Jury's Hotel
4 March	National Apprentice Competition, week-long event
12 March	Yale University Concert and DIT Concert Band joint gala concert, National Concert Hall
15 April	Nationwide survey of Civil Service accommodation conducted by Consultancy and Research Unit for the Built Environment presented to Minister of State for the OPW
18 April	"Grounds for Play" conference, focusing on policy and provision of public playgrounds, DIT Aungier Street
28 April	DIT presents 50 computers to inner city schools and community groups for educational purposes as part of its Links Programme
30 April	DIT Festival of Bands concert, National Concert Hall
8 May	Hanna Sheehy Skeffington memorial plaque unveiled in DIT Rathmines by Cllr. Mary Freehill, Deputy Chairman, Governing Body
19 May	Pre-election web site, election97.dit.ie, launch in DIT Aungier Street
3 June	Official opening of DIT Cathal Brugha Street extension by the Minister for Education
3 June	'Eye Spy', School of Art & Design end of year exhibition opened by Ciarán Benson, Chairman, Arts Council
10 June	Governing Body approves President's Faculty Structure proposal
3 July	TSB Bank / DIT Young Techno-Science Scholar of the Year Awards.

■ Appendix 1

Membership of Governing Body 1996/97

<i>Name</i>	<i>Nominating Body</i>
Mr Eugene McCague, Chairman	
Cllr Mary Freehill, Deputy Chair	CDVEC
Dr Brendan Goldsmith, President	
Mr Peter Burke	CDVEC
Mr Peter Coyle	Forbairt
Ms Mary Cryan	Irish Business and Employers' Confederation
Mr John Donnelly	Dublin Chamber of Commerce
Ms Maureen Dunne	CDVEC
Ms Mary Farrell	CDVEC
Mr Tom Fennell	Academic Staff Member
Mr Seamus Greene	Non Academic Staff Member
Ms Maire Jackman	Irish Congress of Trade Unions [resigned February 1997]
Mr Colin Joyce	Student Member
Ms Brigid Mooney	Academic Staff Member
Ms Patricia Moran	Student Member
Mr Michael O'Halloran	CDVEC
Mr Frank O'Leary	Irish Farmers' Association
Dr Patrick O'Meara	University of Dublin
Mr Pierce Pigott	Institution of Engineers of Ireland
Mr Thomas Simpson	CDVEC

Third Governing Body of the Dublin Institute of Technology (1996/97)
since its establishment by the DIT Act 1992



Mr Eugene McCague,
Chairman



Cllr Mary Freehill,
Deputy Chairman



Dr Brendan Goldsmith,
President



Mr Peter Burke,
Member



Mr Peter Coyle,
Member



Ms Mary Cryan,
Member



Mr John Donnelly,
Member



Ms Maureen Dunne,
Member



Ms Mary Farrell,
Member



Mr Tom Fennell,
Member



Mr Seamus Greene,
Member



Ms Brigid Mooney,
Member



Mr Michael O'Halloran,
Member



Mr Frank O'Leary,
Member



Dr Patrick O'Meara,
Member



Mr Pierce Pigott,
Member



Mr Thomas Simpson,
Member



Mr Robert J Lawlor,
Director/Secretary



Ms Adrienne Smith,
Recording Secretary

Members not photographed: Ms Maire Jackman, Mr Colin Joyce, Ms Patricia Moran.

Acknowledgements

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AGB Scientific
Allergen (Ireland)
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Altro-Brooks Thomas
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An Bord Glas
Autodealing Software Ltd
Bank of Ireland
B M Burke
Bolands Ltd
Bord Fáilte Éireann
Broderick Retail
Campbell Bewley Group
Cara Limited
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Casey McGrath and Associates
Catering Equipment Association
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CERT
Chartered Institute of Building /
Cement Roadstone
Centre for Social & Educational Research
Chartered Institute of Transport Management
CISCO
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Intel Ireland Ltd
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Irish Business & Employers Confederation (IBEC)
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Simpson Xavier
Siúcra Limited
SIPTU
Society of Chartered Surveyors
Spanish Embassy Cultural Service
Telecom Éireann
Telemecanique Automation Division
The Sinnott Hotel Group
Tuchenhagen (Ireland) Ltd
Typetec Ireland
Van den Bergh Foods (W & C Mc Donnell's Ltd)
Varming Mulcahy Reilly Associates
Vintners Federation of Ireland



**Dublin Institute of Technology,
Fitzwilliam House,
30 Upper Pembroke Street,
Dublin 2, Ireland.**

Tel: 353-1-402-3000 Fax: 353-1-402-3399

Web: www.dit.ie